



Diagramming Your Sector



Diagramming Your Sector: Step 1

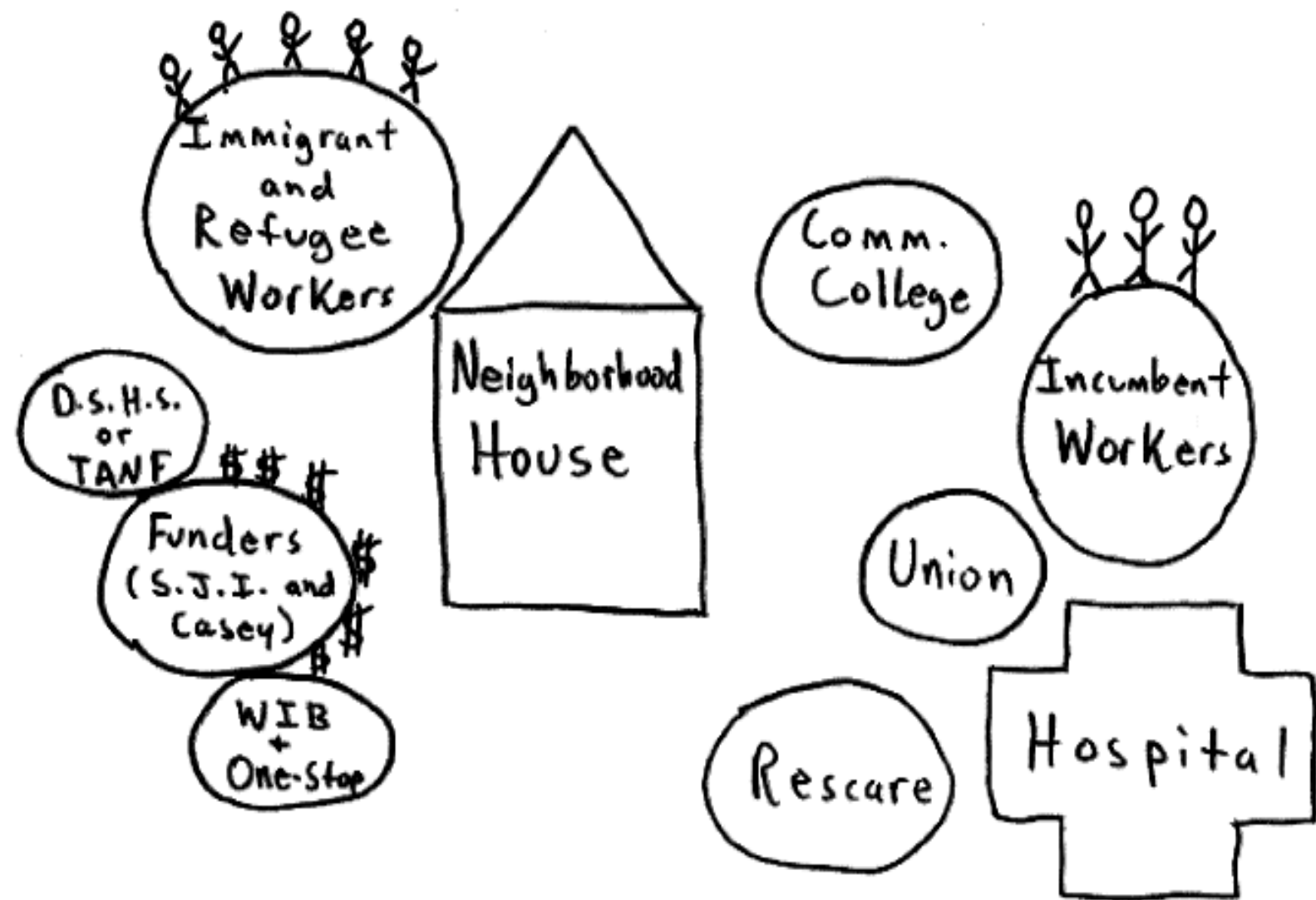
- **Step One** (5 minutes): Think about the institutions, organizations, and agencies that are involved in your sector. Who are the key players? **Quickly brainstorm a list of the principle actors in each of the “systems” in which your sector project operates.** Go beyond institutional types and try to think about specific organizations or individuals that represent the following stakeholders groups or work in the following systems:
 - ❑ Industry (employers, customers, trade associations, chambers of commerce, unions, or other industry actors);
 - ❑ Worker constituent groups (e.g., ex-offenders, workers with limited English-language skills, youth, etc.);
 - ❑ Workforce development entities (e.g., WIBs, One-Stops, CBOs);
 - ❑ Education and training institutions (e.g., community colleges, trade schools, proprietary training providers);
 - ❑ Support services providers (CBOs, religious organizations, public agencies);
 - ❑ Others.
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- Neighborhood House
 - Immigrant and Refugee Population
 - Highline Community College
 - Seattle Jobs Initiative (Funder)
 - Annie E. Casey Foundation (Funder)
 - Rescare (Healthcare Employer)
 - Highline Hospital
 - Hospital Worker's Union
 - Incumbent Workers at Hospital
 - Department of Social and Health Services (D.S.H.S.)
 - WIB and One-Stop
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Diagramming Your Sector: Step 2

- **Step Two** (10 minutes): Think about your organization. How would you depict its relationship to each of the actors in the sector that you listed in Step One?
- **Use one of the blank sheets of paper in your folder to make a diagram of your organization's relationship to some of the primary actors** you listed under Step One. Code your diagram, so that organizations that are of more importance to your work are bigger and those that are of less importance are smaller. Put the organizations which you have a strong relationship with closer to your organization and those that you have a weaker relationship with further away.

KEY	
Important partners:	big, bigger. BIGGEST
Less important partners:	Small, smaller, smallest
Close relationships:	Close to your organization
Distant relationships:	Further away from your organization



Diagramming Your Sector: Step 3

- **Step Three (10 minutes):** Now **imagine that you're one of your partners.** Pick one you know reasonably well. **Use the second sheet of paper to draw depict the relationships between this partner and the other actors in the sector from their perspective,** as best you know it. Use the same codes you used in Step Two to demonstrate how these partners interact with one another – organizations that are of more importance to their work are bigger and those that are of less importance are smaller; organizations which they have a strong relationship with are closer to their organization and those that they have a weaker relationship with are further away.
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Rescare

Comm.
College

SJI
Casey

NH

Immigrant
+
Refugee
Workers

Hospital

Union

Incumbent
Workers

WIB
One Stop

PSHS
TANF

Diagramming Your Sector: Step 4

- **Step Four** (5 minutes): Once you've drawn this second diagram, stand back, and take a look at both diagrams side-by-side.
 - How are the two perspectives similar? Different?
 - How is your organization viewed by your partner in the sector?
 - What relationships does your partner have that are or might be useful to you?
 - What relationships do you have that are or might be useful to your partner? To potential partners?
 - Are there missing relationships between actors that you might play a role in creating or strengthening?
 - What services or competencies do you think you have to offer to the sector?
 - Are there ways in which you might like to re-shape or influence this system?
 - Does this view of the system shape your thinking about opportunities for creating change?

Diagramming Your Sector: Step 5

- **Step Five (10 minutes): Pair off and present your diagram to a partner. Discuss:**
 - ❑ Who's your strongest partner and why?
 - ❑ What brings you together? What comes between you?
 - ❑ Are there any surprises in your diagram?
 - ❑ Are there any surprises in the diagram your drew from your partner organization's perspective?
 - ❑ Do you see any strengths you hadn't thought of?
 - ❑ Do any barriers become apparent in just looking at the relationships? Or, gaps where you might like to see something else?
 - ❑ Are there gaps in your knowledge of your partners that you would like to address?
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